

## EDITED KSA LISTING

### CLASS: Physician and Surgeon, Correctional Facility

*NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.*

#	Knowledge, Skill, Ability
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	Knowledge of:
K1.	Extensive knowledge of methods, principles, recent developments, and professional standards in general medicine and surgery to manage chronic medical conditions (e.g., diabetes, hypertension, cancer, pain management, Hepatitis, Tuberculosis, Human Immunodeficiency Virus (HIV), etc.), respond to acute conditions (e.g., heart attacks, stab wounds, abdominal pain, etc.), practice preventive medicine (e.g., risk factor modification), and participate in the development of policies related to inmate health care.
K2.	Basic knowledge of hospital organization and procedures to ensure compliance with laws, rules, regulations, policies, procedures (e.g., Title 22, Welfare and Institutions Code (W&I), medical staff bylaws, etc.), and participate in medical staff committees in a licensed facility.
K3.	Basic knowledge of ancillary services (e.g., radiology, laboratory, dietary, respiratory therapy, speech therapy, social work, physical therapy, etc.) to order medically necessary inmate patient care.
K4.	Basic knowledge of methods of diagnosing and treating mental disorders (e.g., schizophrenia, bipolar disorder, depression, personality disorders, etc.) to identify patients in need of further medical and/or psychiatric evaluation and treatment, participate in interdisciplinary care of the mentally ill, and understand how the patients' mental illness may impact their self-care.
K5.	<b>Basic knowledge of principles and practices of public health (e.g. disease control, epidemiology, contact tracing, screening, surveillance, outbreak management, etc.) to identify and isolate cases, participate in exposure control committees, and recommend preventive measures.</b>

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K6.	Basic knowledge of triage and organization of mass casualty events (e.g., riots, natural disasters, etc.) to effectively manage and prioritize treatment of large numbers of victims and participate in disaster planning and exercises.
K7.	Basic knowledge of the diagnosis and management of physical and developmental disabilities to make recommendations for patients in need of accommodations for such disorders.

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	<b>Skill to:</b>
<b>S1.</b>	Skill to apply methods and principles of general medicine and surgery to diagnose, treat, or prevent inmate patients' illnesses or injuries and/or promote inmate health.
<b>S2.</b>	Skill to perform medical, diagnostic, and surgical procedures (e.g., suturing, CPR, splinting, pap smears, defibrillation, removal of foreign bodies, etc.) to evaluate medical problems and provide medically necessary care.
<b>S3.</b>	Skill to order appropriate interventions (e.g., diagnostic studies, consults, medication, diet, activity, etc.) to diagnose and treat patients, monitor progress, and promote inmate health.
<b>S4.</b>	Skill to apply organizational policies and procedures to ensure compliance with court mandates, laws, rules and regulations, maintain licensure, ensure consistency within the organization's health care system.
<b>S5.</b>	Skill to examine patients to identify normal and abnormal physical findings (e.g., tenderness, deformities, a mass, heart murmur, swelling, etc.).
<b>S6.</b>	Skill to interpret laboratory analyses and other diagnostic test results (e.g., x-rays, Magnetic Resonance Imaging (MRI), ultrasounds, Complete Blood Count (CBC), pap smears, etc.) to determine their significance and guide subsequent management plans of the inmate patient.
<b>S7.</b>	Skill to direct others involved in health care delivery (e.g., surgical teams, resuscitation teams, lab tests, visual acuity tests, diagnostic studies, injections, breathing treatments, maintaining IVs, etc.) to promote effective utilization of medical resources and ensure compliance with laws, rules, policies, etc.
<b>S8.</b>	Skill to instruct medical staff (e.g., nurses, Medical Technical Assistants, physicians, etc.) in the principles and practices of general medicine and surgery to develop and maintain their level of knowledge and skills.
<b>S9.</b>	Skill to prepare case histories (i.e., unit health record) to document the health status and medical conditions of the inmate patient.
<b>S10.</b>	Skill to analyze situations accurately to make reasoned decisions and adopt effective courses of action (e.g., medical management of inmate patients, personal safety, discovering contraband, conflict resolution, etc.).

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S11.	<b>Skill to orally communicate effectively in order to exchange and/or provide information and direction to staff, patients, and others (e.g., educate patients, handle antagonistic or manipulative patients, instruct staff, order treatments and tests, provide clinical direction, etc.).</b>
S12.	<b>Skill to prepare written documents (e.g., case histories, medical reports, correspondence, appeals, etc.) to provide legible, accurate, and complete information and/or direction to staff and others.</b>

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	Special Personal Characteristics:
<b>SPC1.</b>	Empathetic understanding of patients in a State correctional facility
<b>SPC2.</b>	Alertness
<b>SPC3.</b>	Keenness of observation
<b>SPC4.</b>	Tact
<b>SPC5.</b>	Patience
<b>SPC6.</b>	Emotional stability
<b>SPC7.</b>	<b>Have and maintain current certifications in areas such as board certifications, Advanced Cardiac Life Support (ACLS), Advanced Neonatal Life Support (ANLS) and Advanced Trauma Life Support (ATLS).</b>

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	Working Conditions*:
<b>WC1.</b>	Willingness to respond to changes in the work unit in a positive, professional manner.
<b>WC2.</b>	Willingness to promote positive, collaborative, professional working relations among co-workers.
<b>WC3.</b>	Willingness to accept constructive criticism and respond appropriately.
<b>WC4.</b>	Willingness to interact professionally with people (e.g., members of the public, contract staff, inmate patients, and other agency personnel) from a wide range of cultural backgrounds in the course of completing work tasks and assignments.
<b>WC5.</b>	Willingness to work in a team environment, including inter-disciplinary teams.
<b>WC6.</b>	Willingness to work various schedules (e.g., day shift, swing shift, night shift, weekends, and holidays).
<b>WC7.</b>	Willingness to work Physician-on-call (POC) or Medical Officer of the day (MOD) assignments (e.g., weekends, holidays, evening, and nights), which may extend beyond regular working hours.
<b>WC8.</b>	Willingness to travel throughout the state for short periods of time (e.g., two to three days at a time).
<b>WC9.</b>	Willingness to participate in departmental legal activities (e.g., expert witness, defendant, material witness).

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<b>WC10.</b>	Willingness to actively participate in the peer review and clinical quality review process.
<b>WC11.</b>	Willingness to comply with the safety and security procedures.
<b>WC12.</b>	Willingness to work in a State correctional facility.
<b>WC14.</b>	Willingness to provide medical care to inmates.
<b>WC15.</b>	Willingness to comply with tuberculosis screening requirements.
<b>WC16.</b>	Willingness to have and maintain sufficient strength, agility, and endurance to perform during stressful (physical, mental, and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or inmates.
<b>WC17.</b>	Possession of a valid license to practice medicine in the State of California.

\* Candidates did not rate the Working Conditions but agreed that all of them were necessary to work as a Physician & Surgeon, CF.

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